

**CONFERENCE COMMITTEE REPORT  
DIGEST FOR EHB 1453**

**Citations Affected:** IC 27-16; IC 34-30-2-119.7.

**Synopsis:** Professional fundraisers and solicitors and professional employer organizations. Defines "bona fide employee" for purposes of regulating professional fundraisers. Requires a professional solicitor to provide certain information to charitable organizations. Allows the attorney general to seek remedies against nonprofit corporations and benevolent trusts for certain violations. Provides that venue in a proceeding by the attorney general against a trust lies in Marion County, unless venue in Marion County would constitute a hardship. Requires registration and regulation by the department of insurance of a professional employer organization. Specifies certain requirements for conduct with respect to functions of a professional employer organization. **(This conference committee report: (1) requires registration and regulation by the department of insurance of a professional employer organization; and (2) specifies certain requirements for conduct with respect to functions of a professional employer organization.)**

**Effective:** July 1, 2005.

# CONFERENCE COMMITTEE REPORT

**MADAM PRESIDENT:**

*Your Conference Committee appointed to confer with a like committee from the House upon Engrossed Senate Amendments to Engrossed House Bill No. 1453 respectfully reports that said two committees have conferred and agreed as follows to wit:*

that the House recede from its dissent from all Senate amendments and that the House now concur in all Senate amendments to the bill and that the bill be further amended as follows:

- 1 Page 8, between lines 11 and 12, begin a new paragraph and insert:
- 2 "SECTION 7. IC 27-16 IS ADDED TO THE INDIANA CODE AS
- 3 A NEW ARTICLE TO READ AS FOLLOWS [EFFECTIVE JULY 1,
- 4 2005]:
- 5 **ARTICLE 16. PROFESSIONAL EMPLOYER**
- 6 **ORGANIZATIONS**
- 7 **Chapter 1. Applicability**
- 8 **Sec. 1. This article applies after December 31, 2005.**
- 9 **Chapter 2. Definitions**
- 10 **Sec. 1. The definitions in this chapter apply throughout this**
- 11 **article.**
- 12 **Sec. 2. (a) "Administrative fee" means the fee charged to a client**
- 13 **by a professional employer organization for professional employer**
- 14 **services.**
- 15 **(b) The term does not include any amount charged to a client by**
- 16 **a professional employer organization for wages and salaries,**
- 17 **benefits, worker's compensation, payroll taxes, withholding, or**
- 18 **other assessments paid by a professional employer organization to**
- 19 **or on behalf of a covered employee.**
- 20 **Sec. 3. "Client" means a person that enters into a professional**
- 21 **employer agreement with a professional employer organization.**
- 22 **Sec. 4. "Co-employed" means that an individual is**
- 23 **contemporaneously employed by both a client and a professional**

1 employer organization.

2 Sec. 5. "Co-employer" refers to a client or a professional  
3 employer organization that has entered into a professional  
4 employer agreement and has a relationship with a co-employed  
5 individual.

6 Sec. 6. "Co-employment relationship" means a relationship:

7 (1) between a:

8 (A) client and a professional employer organization; or

9 (B) co-employer and a covered employee; and

10 (2) that results from the client and the professional employer  
11 organization entering into a professional employer agreement.

12 Sec. 7. "Commissioner" refers to the insurance commissioner  
13 appointed under IC 27-1-1-2.

14 Sec. 8. (a) "Covered employee" means an individual who is  
15 co-employed.

16 (b) The term includes an individual who is an officer, a director,  
17 a shareholder, a partner, or a manager of a client to the extent the  
18 professional employer organization and the client expressly agree  
19 that the individual:

20 (1) is described in subsection (a); and

21 (2) acts as an operational manager or performs day to day  
22 operational services for the client;

23 as reflected in the professional employer agreement.

24 Sec. 9. "Department" refers to the department of insurance  
25 created by IC 27-1-1-1.

26 Sec. 10. "PEO group" means two (2) or more professional  
27 employer organizations that are majority owned or commonly  
28 controlled by the same entity, parent, or controlling person.

29 Sec. 11. "Person" means an individual, a partnership, a  
30 corporation, a limited liability company, an association, or another  
31 legally recognized entity.

32 Sec. 12. "Professional employer agreement" means a written  
33 contract between a person and a professional employer  
34 organization:

35 (1) under which all or a majority of the person's employees  
36 become covered employees;

37 (2) that provides for the allocation of employer rights and  
38 obligations between the person and the professional employer  
39 organization with respect to the covered employees; and

40 (3) that specifies the professional employer services that will be  
41 provided.

42 Sec. 13. (a) "Professional employer organization" or "PEO"  
43 means a person engaged in the business of providing professional  
44 employer services.

45 (b) The term does not include the following:

46 (1) An arrangement through which a person:

47 (A) whose principal business activity is an activity other than  
48 entering into professional employer agreements; and

49 (B) that does not hold the person out as a professional  
50 employer organization;

51 shares employees with a commonly owned company within the

1 meaning of Section 414(b) and 414(c) of the Internal Revenue  
2 Code of 1986, as amended.

3 (2) An independent contractor arrangement through which a  
4 person:

5 (A) assumes responsibility for a product produced or a  
6 service performed by the person or the person's agent; and

7 (B) retains and exercises primary direction and control over  
8 the work performed by an individual whose services are  
9 supplied under the independent contractor arrangement.

10 (3) The provision of temporary help services.

11 Sec. 14. "Professional employer services" means the services that  
12 are provided to a client by a professional employer organization  
13 under a professional employer agreement.

14 Sec. 15. "Temporary help service" means a service consisting of  
15 a person that:

16 (1) recruits and hires the person's own employees, not  
17 including an officer, a manager, or a controlling person of a  
18 client to which the person's own employee is assigned by the  
19 person;

20 (2) identifies organizations that need the services of employees  
21 described in subdivision (1);

22 (3) assigns employees described in subdivision (1) to:

23 (A) perform work or services for organizations described in  
24 subdivision (2);

25 (B) support or supplement the workforces of organizations  
26 described in subdivision (2); or

27 (C) provide assistance in special work situations, including  
28 employee absences, skill shortages, seasonal workloads, and  
29 special assignments or projects; and

30 (4) customarily attempts to reassign the employees described in  
31 subdivision (1) to other organizations when an assignment  
32 described in subdivision (3) is completed.

### 33 Chapter 3. Effect on Rights, Duties, and Obligations

34 Sec. 1. This article and a professional employer agreement do not  
35 affect, modify, or amend:

36 (1) a collective bargaining agreement; or

37 (2) rights or obligations of a client, PEO, or covered employee  
38 under:

39 (A) the federal National Labor Relations Act (29 U.S.C. 151  
40 et seq.);

41 (B) the federal Railway Labor Act (45 U.S.C. 151 et seq.); or

42 (C) IC 22-7.

43 Sec. 2. This article and a professional employer agreement do not  
44 do the following:

45 (1) Diminish, abolish, or remove the obligations of a client to a  
46 covered employee that exist before the effective date of the  
47 professional employer agreement.

48 (2) Affect, modify, or amend a contractual relationship or  
49 restrictive covenant:

50 (A) between a covered employee and a client that is in effect  
51 on the effective date of the professional employer agreement;

or

(B) that is entered into between a client and a covered employee after the effective date of the professional employer agreement.

A PEO is not responsible or liable for a dispute in connection with or arising out of a contractual relationship or restrictive covenant described in this subdivision unless the PEO has otherwise specifically agreed in writing.

(3) Create a new or additional enforceable right of a covered employee against a PEO that is not specifically provided by the professional employer agreement or this article.

**Sec. 3. (a)** This article and a professional employer agreement do not affect, modify, or amend a federal, state, or local:

(1) license;

(2) registration; or

(3) certification;

requirement that applies to a client or covered employee.

(b) The following apply to a federal, state, or local requirement described in subsection (a):

(1) A covered employee who is required to be licensed, registered, or certified is considered solely an employee of the client for purposes of a license, registration, or certification requirement.

(2) A PEO is not considered to engage in an occupation, a trade, a profession, or another activity that is:

(A) subject to a license, registration, or certification requirement; or

(B) otherwise regulated by a governmental entity;

solely because the PEO has entered into and maintained a co-employment relationship with a covered employee who is subject to a requirement or regulation described in clause (A) or (B).

(3) A client has the sole right of direction and control of the professional or licensed activities of a covered employee and of the client's business.

(4) Only a:

(A) covered employee; or

(B) client;

that is subject to a requirement or regulation described in subdivision (2)(A) or (2)(B) is subject to the regulation by a regulatory or governmental entity responsible for licensing, registration, certification, or other regulation of the covered employee or client.

**Sec. 4. (a)** For purposes of the determination of tax credits and other economic incentives:

(1) provided by the state or another governmental entity; and

(2) based on employment;

a covered employee is considered an employee solely of the client.

(b) A client is entitled to the benefit of any tax credit, economic incentive, or other benefit arising as the result of the employment of a covered employee of the client.

(c) If the grant or amount of an incentive is based on the number of employees a client employs:

(1) each client must be treated as employing only the covered employees actually working in the client's business operations; and

(2) covered employees working for other clients of the PEO must not be counted.

(d) A PEO shall provide, upon request by a client or an agency or a department of the state or of another governmental entity, employment information:

(1) reasonably required by an agency or a department of the state or of another governmental entity that is responsible for administration of a tax credit or economic incentive described in this section; and

(2) necessary;

to support a request, a claim, an application, or another action by a client seeking a tax credit or an economic incentive.

Sec. 5. With respect to a bid, a contract, a purchase order, or an agreement entered into with the state or a political subdivision of the state, a client's status or certification as a:

(1) small, minority owned, disadvantaged, or woman owned business enterprise; or

(2) historically underutilized business;

is not affected because the client has entered into the professional employment agreement.

#### Chapter 4. Registration

Sec. 1. (a) A person shall not:

(1) provide professional employer services;

(2) advertise that the person:

(A) is a professional employer organization; or

(B) provides professional employer services; or

(3) otherwise hold the person out as a professional employer organization;

in Indiana unless the person is registered under this article.

(b) The registration requirement specified in subsection (a) applies to a person that performs any of the activities specified in subsection (a) regardless of the person's use of any of the following terms:

(1) Professional employer organization.

(2) PEO.

(3) Staff leasing company.

(4) Registered staff leasing company.

(5) Employee leasing company.

(6) Administrative employer.

(7) Any other name.

Sec. 2. An applicant for registration under this article shall file with the department the following information:

(1) The name or names under which the applicant conducts business.

(2) The address of the principal place of business of the applicant and the address of each office the applicant

maintains in Indiana.

(3) The applicant's taxpayer or employer identification number.

(4) A list by jurisdiction of each name under which the applicant has operated in the preceding five (5) years, including any alternative names, names of predecessors, and, if known, successor business entities.

(5) A statement of ownership that includes the name and evidence of the business experience of any person that, individually or acting in concert with one (1) or more other persons, owns or controls, directly or indirectly, twenty-five percent (25%) or more of the equity interests of the applicant.

(6) A statement of management that includes the name and evidence of the business experience of any individual who serves as president, chief executive officer, or otherwise has the authority to act as senior executive officer of the applicant.

(7) A financial statement:

(A) setting forth the financial condition of the applicant as of a date not earlier than one hundred eighty (180) days before the date the financial statement is submitted to the department;

(B) prepared in accordance with generally accepted accounting principles; and

(C) reviewed by an independent certified public accountant licensed to practice in the jurisdiction in which the accountant is located.

Sec. 3. (a) A PEO that is operating in Indiana on January 1, 2006, shall complete the PEO's initial registration not later than July 1, 2006.

(b) An initial registration under subsection (a) is valid until the end of the PEO's first fiscal year end that occurs after December 31, 2006.

(c) A PEO that is not operating in Indiana on December 31, 2005, shall complete the PEO's initial registration before commencement of operations in Indiana.

Sec. 4. A PEO shall, not more than one hundred eighty (180) days after the end of the PEO's fiscal year, renew the PEO's registration by filing a statement notifying the department of any changes in the information provided in the PEO's most recent registration or renewal.

Sec. 5. A PEO group may satisfy the reporting and financial requirements of this chapter on a combined or consolidated basis if each member of the PEO group guarantees the obligations under this article of each other member of the PEO group.

Sec. 6. (a) A PEO that is not domiciled in Indiana is eligible for a limited registration under this article if the PEO:

(1) submits a properly executed request for limited registration on a form prescribed by the department;

(2) is licensed or registered as a professional employer organization in another state that has licensure or registration requirements that are:

(A) substantially the same as; or

(B) more restrictive than;

the requirements of this article;

(3) does not:

(A) maintain an office; or

(B) directly solicit clients located or domiciled;  
in Indiana; and

(4) does not have more than fifty (50) covered employees who  
are employed or domiciled in Indiana on any day.

(b) A limited registration is valid for one (1) year and may be  
renewed.

(c) A PEO that seeks limited registration under this section shall  
provide to the department information and documentation  
necessary to show that the PEO qualifies for a limited registration.

(d) IC 27-16-6-1(a)(1) does not apply to a PEO that applies for  
limited registration under this section.

Sec. 7. The department shall adopt rules under IC 4-22-2 to  
provide for registration of a PEO without compliance with this  
chapter and IC 27-16-6 by the commissioner's acceptance of an  
affidavit or a certification:

(1) provided by a bonded, independent, and qualified assurance  
organization that has been approved by the commissioner; and

(2) that certifies the qualifications of a professional employer  
organization.

Sec. 8. The department shall maintain a list of PEOs that are  
registered under this article.

Sec. 9. The department may prescribe forms necessary to  
promote the efficient administration of this chapter.

Sec. 10. All records, reports, and other information obtained  
from a PEO under this chapter, except to the extent necessary for  
the proper administration of this chapter by the department, are  
confidential.

#### Chapter 5. Fees

Sec. 1. Upon filing an initial registration application under  
IC 27-16-4-2, a PEO shall pay an initial registration fee not to  
exceed five hundred dollars (\$500).

Sec. 2. Upon the filing of an annual renewal of a registration  
under IC 27-16-4-4, a PEO shall pay a renewal fee not to exceed  
two hundred fifty dollars (\$250).

Sec. 3. Upon initial application for limited registration under  
IC 27-16-4-6 and upon each annual renewal of the limited  
registration, a PEO shall pay a fee not to exceed two hundred fifty  
dollars (\$250).

Sec. 4. The department shall adopt rules under IC 4-22-2 to  
specify any fee to be charged for a PEO group registration.

Sec. 5. A PEO seeking registration under IC 27-16-4-7 shall pay  
an initial and annual fee not to exceed two hundred fifty dollars  
(\$250).

Sec. 6. (a) The department shall adopt rules under IC 4-22-2 to  
specify any other fee to be charged under this article.

(b) A fee:



(1) for which the amount is not specified in; and  
 (2) that is charged under;  
 this article must not exceed the amount reasonably necessary for  
 the administration of this article.

Sec. 7. Fees collected under this chapter shall be deposited in the  
 department of insurance fund established by IC 27-1-3-28.

#### Chapter 6. Financial Requirements

Sec. 1. (a) A PEO shall maintain either:

(1) subject to section 2 of this chapter, a minimum net worth of  
 fifty thousand dollars (\$50,000); or

(2) subject to subsection (b), a bond with a market value of at  
 least fifty thousand dollars (\$50,000).

(b) A bond described in subsection (a)(2) must be held by a  
 depository designated by the department, securing payment by the  
 PEO of all taxes, wages, benefits, or other entitlement due to or  
 with respect to covered employees in the event that the PEO does  
 not make the payments when due.

Sec. 2. A bond described in section 1(a)(2) of this chapter must  
 not be included in the calculation of the minimum net worth  
 described in section 1(a)(1) of this chapter.

#### Chapter 7. General Requirements and Provisions

Sec. 1. Except as provided in a professional employer agreement,  
 the following apply to a co-employment relationship:

(1) The client:

(A) may exercise and enforce all rights; and

(B) is obligated to perform all duties and responsibilities;  
 that otherwise apply to an employer in an employment  
 relationship, that are allocated to the client by the professional  
 employer agreement and this article, and that are not  
 specifically allocated to the PEO by the professional employer  
 agreement and this article.

(2) The PEO:

(A) may exercise and enforce only the rights; and

(B) is obligated to perform only the duties and  
 responsibilities;

that are required of the PEO or specifically allocated to the  
 PEO by this article and the professional employer agreement.

(3) Unless otherwise expressly agreed by the PEO and the client  
 in the professional employer agreement, the client retains the  
 exclusive right to direct and control the covered employees as  
 necessary to:

(A) conduct the client's business;

(B) discharge the client's fiduciary responsibilities; or

(C) comply with licensure requirements that apply to the  
 client or the covered employees.

Sec. 2. (a) Except as provided in this article, the co-employment  
 relationship between a client and a PEO, and between a  
 co-employer and a covered employee, is governed by the  
 professional employer agreement.

(b) A professional employer agreement must specify the  
 following:

(1) The allocation of rights, duties, and responsibilities described in section 1 of this chapter.

(2) Except as provided in subsection (c), that the PEO is responsible for:

(A) payment of wages to covered employees;

(B) withholding, collection, reporting, and remittance of payroll related and unemployment taxes; and

(C) to the extent the PEO has assumed responsibility in the professional employer agreement, making payments for employee benefits for covered employees.

(3) The allocation, to either the client or the PEO, of the responsibility to obtain worker's compensation coverage for covered employees from a worker's compensation insurer that is authorized under this title to conduct the business of insurance in Indiana.

(4) If the professional employer agreement allocates the responsibility under subdivision (3) to the PEO, a requirement that the PEO maintain and provide to the client, at the client's request at the termination of the professional employer agreement, records regarding loss experience related to the worker's compensation insurance coverage.

(c) A PEO is not responsible for an obligation between a client and a covered employee for payments in addition to the covered employee's salary, draw, or regular rate of pay, including bonuses, commissions, severance pay, deferred compensation, profit sharing, or vacation, sick, or other paid time off, unless the PEO has expressly agreed to assume liability for the payments in the professional employer agreement.

Sec. 3. A PEO shall provide written notice to each covered employee who is affected by a professional employer agreement entered into by the PEO concerning the general nature of the co-employment relationship between and among the PEO, the client, and the covered employee.

Sec. 4. (a) Except as expressly provided by the professional employer agreement:

(1) a client:

(A) is solely responsible for:

(i) the quality, adequacy, or safety of goods or services produced or sold in the client's business;

(ii) directing, supervising, training, and controlling the work of a covered employee with respect to the business activities of the client; and

(iii) the acts, errors, or omissions of a covered employee with respect to activities described in item (ii); and

(B) is not liable for the acts, errors, or omissions of:

(i) the PEO; or

(ii) a covered employee of the client and a PEO when the covered employee is acting under the express direction and control of the PEO.

(2) A PEO is not liable for the acts, errors, or omissions of a client or a covered employee of the client when the covered

employee is acting under the express direction and control of the client.

(3) A covered employee is not, solely as the result of being a covered employee of a PEO, an employee of the PEO for purposes of:

(A) general liability insurance;

(B) fidelity bonds;

(C) surety bonds;

(D) employer's liability that is not covered by worker's compensation; or

(E) liquor liability insurance;

carried by the PEO unless the covered employee is specified as an employee of the PEO by specific reference in the professional employer agreement and any applicable prearranged employment contract, insurance contract, or bond.

(b) This section does not limit:

(1) a contractual liability or obligation specified in a professional employer agreement; or

(2) the liabilities and obligations of a PEO or client as specified in this article.

**Sec. 5.** A PEO that offers, markets, sells, administers, or provides professional employer services under a professional employer agreement as provided in this article is not:

(1) engaged in the business of insurance; or

(2) acting as an administrator (as defined in IC 27-1-25-1).

**Sec. 6. (a)** A business license fee or another fee that is based upon gross receipts must, in the case of a PEO, be based upon the administrative fee of the PEO.

(b) A tax assessed on a per capita or per employee basis must be assessed against a:

(1) client for covered employees; and

(2) PEO for the PEO's employees who are not covered employees.

(c) In the case of tax imposed or calculated upon the basis of total payroll, a PEO is eligible to apply a small business allowance or exemption available to the client for covered employees for the purpose of computing the tax.

#### **Chapter 8. Benefit Plans**

**Sec. 1.** A client and a PEO are each considered to be an employer for purposes of sponsoring retirement and welfare benefit plans for covered employees.

**Sec. 2.** A fully insured welfare benefit plan offered to covered employees of a single PEO is:

(1) considered to be a single employer welfare benefit plan; and

(2) not a multiple employer welfare arrangement (as defined in IC 27-1-34-1(b)) and is not required to comply with IC 27-1-34.

**Sec. 3.** For purposes of IC 27-8-15, all covered employees of a PEO participating in a group health benefit plan sponsored by the PEO are considered to be:

(1) employees of the PEO; and

(2) participating in a single employer plan.

**Sec. 4.** If a PEO offers to the PEO's covered employees a health benefit plan that is not fully insured by an insurer authorized under this title to conduct the business of insurance in Indiana, the health benefit plan must:

(1) be administered by an administrator licensed under IC 27-1-25;

(2) hold all plan assets, including participant contributions, in a trust account;

(3) provide sound reserves for the health benefit plan as determined using generally accepted actuarial standards as set forth in an actuarial opinion filed with the commissioner and prepared and signed by a qualified actuary who:

(A) is a member in good standing of the American Academy of Actuaries; and

(B) meets the requirements established by the commissioner in rules adopted under IC 4-22-2;

(4) annually submit current audited financial statements to the commissioner;

(5) at the discretion of the commissioner, possess a written commitment, binder, or policy for stop-loss insurance:

(A) issued by an insurer authorized to conduct the business of insurance in Indiana; and

(B) that meets any specific and total coverage requirements established by the commissioner in rules adopted under IC 4-22-2;

(6) be subject to audit for compliance with the requirements of this section by the department on a random basis or upon a finding of reasonable need; and

(7) provide written notice to each covered employee participating in the health benefit plan that the health benefit plan is:

(A) self-insured or not fully insured; and

(B) subject to the federal Employee Retirement Income Security Act of 1974 (29 U.S.C. 1001 et seq.).

#### **Chapter 9. Worker's Compensation**

**Sec. 1.** Subject to the specification required under IC 27-16-7-2(b)(3), a client and a PEO are both considered the employer of a covered employee for purposes of coverage under IC 22-3-2 through IC 22-3-7.

**Sec. 2.** The protection of the exclusive remedy provisions of IC 22-3-2-6 and IC 22-3-7-6 apply to the PEO, the client, and each covered employee and other employee of the client regardless of whether the PEO or the client is responsible to obtain the worker's compensation coverage for the covered employees under the professional employer agreement.

#### **Chapter 10. Unemployment Compensation Insurance**

**Sec. 1. (a)** For purposes of IC 22-4, a covered employee of a PEO is an employee of the PEO.

**(b)** A PEO is responsible for the payment of contributions, penalties, and interest on wages paid by the PEO to the PEO's

covered employees during the term of the professional employer agreement.

Sec. 2. A PEO shall report and pay all required contributions to the unemployment compensation fund as required by IC 22-4-10 using the state employer account number and the contribution rate of the PEO.

Sec. 3. Upon the:

(1) termination of a professional employer agreement; or

(2) failure by a PEO to submit reports or make tax payments as required under this article;

the client must be treated by the department of workforce development as a new employer without a previous experience record unless the client is otherwise eligible for an experience rating."

Page 9, after line 18, begin a new paragraph and insert:

"SECTION 10. IC 34-30-2-119.7 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2005]: Sec. 119.7. IC 27-16-3-2(2) (Concerning a dispute involving a professional employer organization).

SECTION 11. [EFFECTIVE JULY 1, 2005] (a) Notwithstanding IC 27-16-4-7, as added by this act, the department of insurance shall carry out the duties imposed upon it under IC 27-16-4-7 under interim written guidelines approved by the insurance commissioner.

(b) This SECTION expires on the earlier of the following:

(1) The date rules are adopted under IC 27-16-4-7.

(2) December 31, 2006.

SECTION 12. [EFFECTIVE JULY 1, 2005] (a) Notwithstanding IC 27-16-5-4, as added by this act, the department of insurance shall carry out the duties imposed upon it under IC 27-16-5-4 under interim written guidelines approved by the insurance commissioner.

(b) This SECTION expires on the earlier of the following:

(1) The date rules are adopted under IC 27-16-5-4.

(2) December 31, 2006.

SECTION 13. [EFFECTIVE JULY 1, 2005] (a) Notwithstanding IC 27-16-5-6, as added by this act, the department of insurance shall carry out the duties imposed upon it under IC 27-16-5-6 under interim written guidelines approved by the insurance commissioner.

(b) This SECTION expires on the earlier of the following:

(1) The date rules are adopted under IC 27-16-5-6.

(2) December 31, 2006."

Renumber all SECTIONS consecutively.

(Reference is to EHB 1453 as printed March 25, 2005.)

**Conference Committee Report**  
**on**  
**Engrossed House Bill 1453**

**S**igned by:

---

Representative Richardson  
Chairperson

---

Senator Clark

---

Representative Dickinson

---

Senator Lewis

**House Conferees**

**Senate Conferees**